



ISSN: 2249-894X
IMPACT FACTOR : 5.7631 (UIF)
UGC APPROVED JOURNAL NO. 48514
VOLUME - 8 | ISSUE - 8 | MAY - 2019



KEYWORDS:

Human Experiences , learning and innovations.

INTRODUCTION

Experiential learning theory is different from cognitive and behavioral theory in the sense that, cognitive theories emphasize on the role of mental processes and behavioral theories focuses on the actual behavior conducted in the learning process.

The human experiential theory is more holistic in its approach and takes into account, how life experiences including environmental, emotional and cognitive factors influence the learning process. It has basically four steps in its cycle, concrete experience one faces of any situation, reflective observation you make out of that situation, abstract conceptualization you do with the observation you made and lastly active experimentation you conduct about the whole

concept.

Experiential learning is an immersive, participant focused active approach to learning that engages learners of all ages, backgrounds and experience levels. It is effectively used in schools, higher education, therapy, corporate training and other areas for educational learning, personal development and skills building.

It has basically five steps:

1. **The Experience itself.** It is the actual event, the thing, that happens. It could be a scheduled activity or an unplanned, unexpected situation one gets into.
2. **Publishing.** In this phase, participants are mostly reflecting on themselves. They reflect on their personal feelings through that experience.
3. **Processing.** This is the step, in which participants consider what happened

in, and to, the group. They reflect on observations other group members had with their experiences.

4. Generalizing

Participants tend to relate the existing experience with prior experiences. They think about times that had similar experiences and the action they took in that particular situation.

5. Applying

Participants tries to recall the learning they had in that particular experience and considers how they can apply that learning in the present scenario. Ideally, as a result of the experience, participants will have more successful outcomes in the future.

HUMAN EXPERIENTIAL MODEL

Dr. Khushboo Agarwal

**B.Sc, M.B.A., Ph.D,
NLP Practitioner.**

ABSTRACT:

Human Experiences are one fine way for learning and innovations. In fact, they are the only means of growth and evolvment. Human Experiential Theory was introduced by psychologist David Kolb. He defined it as a process whereby knowledge is created through transformation of experience. Knowledge results from the combinations of grasping and transforming the experience.

Experiential learning theory helps in complete understanding of oneself, gives an individual the clarity about his life, goals, milestones, future path to ultimate success. It teaches self-concept, group dynamics, conflict management, vision transparency and makes an individual a better human being for the society. Its basically the fundamental foundation upon which deep learning and discovery depends.

Few applications of human experiential model can be discussed and understood here. One example is visiting a zoo to get familiar with the zoo environment and experiencing the interaction with its birds, animals and other species. One can actually see what he/she has saw or read in books. So, it's basically coming to terms with the reality out of a book. Another example can be the student internship or the summer projects they undertake as a part of their curriculum. They get to know all the practical aspects of future working environment they will enter into. Similarly, learning to ride a bike is also an experiential process. The learner has a concrete experience" when he physically experiences the bike. This experience forms the basis for perception and reflection and he has the chance to consider what is going good and bad by reflecting (intelligent perception) upon his activities and ultimately, he finds a workable pace approaches to enhance the following endeavor at riding (dynamic conceptualization). Each new endeavor to ride will be educated by a repeating example of past experience, thought and reflection (dynamic experimentation).

The learner should have some elements to gain genuine knowledge:

- The student must be eager to be effectively associated with the experience.
- The student must have the option to consider the experience.
- The student must have and utilize scientific abilities to conceptualize the experience and
- The student must have dynamic and critical thinking abilities so as to utilize the new thoughts picked up from the experience.

It is essential in experiential discovering that the individual is urged to straightforwardly include himself in the experience, and afterward to think about his encounters utilizing expository aptitudes, so as to increase a superior comprehension of the new information and hold the data for a more drawn out time. Reflection is a urgent piece of experiential learning and it can likewise be encouraged or autonomous. Therapist Dewey composed that "progressive segments of intelligent idea develop out of each other and bolster each other", making a layer for additional learning and taking into account further encounters and reflection.

Assistance of experiential learning and reflection is testing yet a talented facilitator posing the correct inquiries and managing intelligent discussion previously, during and after an encounter can help open a portal to ground-breaking new reasoning and learning. Jacobson and Ruby, and Pfeiffer and Jones took these hypothetical structures and made a straightforward, commonsense addressing model for facilitators to use in advancing basic appearance in experiential learning. Their 5 inquiries model is as per the following.

1. Did you notice?
2. Why did that occur?
3. Does that occur throughout everyday life?
4. Why does that occur?
5. How would you be able to utilize that?

These inquiries are presented by the facilitator after an encounter and step by step lead the gathering towards a basic reflection on their experience, and a comprehension of how they can apply the figuring out how to their own life.

Experiential Learning Style Model:

There are different learning styles so that we can decide which one can be best suited to our experience. While situational variables are important, our own preferences play a large role.

Psychologist Kolb notes that people who are considered 'watchers' prefer reflective observation, while those who are 'doers' are more likely to engage in active experimentation. Kolb explains "Because of our hereditary equipment, our particular past life experiences, and the demands of our environment, we develop a preferred way of choosing."

The four learning styles are:

1. **Diverging (concrete, reflective):** Emphasizes the innovative and imaginative approach to do things. View concrete situation from many perspectives and adapts by observation rather than by action. Interested in people and tends to be feeling oriented. Likes activities such as cooperative and brain storming.
2. **Assimilating (abstract, reflective):** Pulls a number of different observations and thoughts into an integrated whole. Likes to reason inductively and created models and theories. Likes to design projects and experiments.
3. **Converging (abstract, active):** Emphasizes the practical application of ideas and solving problems. Likes decision-making, problem-solving and the practical application of ideas. Prefers technical problems over interpersonal issues.
4. **Accommodating (concrete, active):** Uses trial and error method rather than thought and reflection. Good at adapting to changing circumstances; solves problems in an intuitive, trial and error manner, such as discovery learning. Also tends to be at ease with people.

Kolb suggests that a number of different factors can influence preferred learning styles. Some of the factors that he has identified are:

- Personality type
- Educational specialization
- Career choice
- Current job role
- Adaptive competencies

Like, any concept, this one too has some challenges. We live in a fast-paced world, where there is no time to reflect upon experiences and learning from them and relating it to any other similar experience. Its more tempting to let it go and move on with the next experience. But this is where we need to be patient to stick to our principles and follow the path of experiential learning.

Importance of Experiential Learning:

- Makes learning relatable to participants
- Increases the effectiveness of learning
- Links theory to practice
- Increases participants engagement
- Assists in memory retention
- Leads to development of skills for lifelong learning

It is a very practical and vital theory in today's dynamic environment where one needs to understands the situation thoroughly before reacting or taking any decision. It can be applied both at workplace as well as in day to day activities at home. It is a very thought provoking and helpful concept to be applied universally.

There are many ways to practice experiential learning, some of which are mentioned as follows:

- Outbound Trainings
- Management Games
- Adventure-Based Learning

- Story-Telling
- Film-Making
- Mystery Games
- Creativity Games
- Simulation-Based Learning
- Inhouse Learning Activities
- Drama, Art, theatre
- Service Learning
- Team Building Activities

Application Areas of Experiential Learning:

A range of skills and behaviors can be learned with this concept called Experiential Learning. Its more effective with change in human behavior and attitude than technical knowledge. This concept is impactful in most learning scenarios and can be delivered through education, facilitation and self-participatory methods.

Team Building, Team Bonding, Trust Building, Collaboration, Communication, Motivating teams, Assertiveness, Decision Making, Innovation, Strategic Thinking, Creativity, Customer Focus, Confidence Building, Conflict Management, Management Development, Leadership Development Programs, Change Management, Cross Functional Teams, Cross Cultural Teams, Virtual Teams, High Performance Teams, Coaching, Mentoring, Organizational Effectiveness, Thought Leadership, Conflict Management, Time Management, Stress Management, Emotional Intelligence, Goal Setting.

In conclusion, the human experiential theory is a boon to the education system, to the corporate world, as it will build stronger decision-making abilities and more focus on reflecting over actions conducted. It can also enhance business skills through shared learning experience and also opens door for creativity building.



Dr. Khushboo Agarwal
B.Sc, M.B.A., Ph.D, NLP Practitioner.